Why a lifelong learning strategy?

- Identified by CORE last year as a common interest
- Opportunity to take leadership in operationalizing the 5th principle
- Possible legacy project
- Measuring the Co-operative Difference Research Network undertook a scan of educational initiatives throughout co-operatives in Canada (25 organizations, 123 initiatives)
- Useful to inform direction of new apex organization
Purpose of this discussion

• Discuss the ‘lay of the land’ for co-operative education across Canada and across age groups
• Identify what else we need to know in order to develop a full strategy
• Explore the role of provincial councils and that of a national association in the strategy
• (Perhaps later) Identify educational priorities and actions
Life stage groups

- Young children to school aged children
- Teenagers
- Young adults and those in educational institutions
- Adults, working age
- Older adults and the retired
Young children to school aged children

- Some exposure through co-op daycare, but not strong evidence of learning about the co-operative model or principles
- One-off contests or events
- Few cases of credit unions in schools
- Each for All from On Co-op and adopted through other provinces
Teenagers

• Camps (although enrollment is decreasing) and ACYL program has ended
• NSCC - Nova Scotia Co-operative Youth Alliance – leadership learning event, junior board of directors member program, internships, support for co-op start-ups
• NLFC – Co-operative Youth Services
• CECNB – recent youth retreat
Young adults

• Internships or mentorship opportunities
• CCA ID internships
• Contests and scholarships
• Special conferences – IMPACT! – Co-operators
• Conferences – CASC, ANSER, ACE, regional events
• Some exposure through select universities (SMU, MSVU, UVic, U of S, U of T, U of T, York, UNB (and Renaissance College), CBU, U de Sherbrooke, U de M, U of M, U of Winnipeg, Carleton, SAIT Polytechnic, MUN, St.FX, UQAM, Athabasca, SFU, Red River College)
• Farmer young leader programs – GLF, Agropur
• Credit Union Young Leaders Task Force, Ulead Program
Adults, working age

- On Co-op and Schulich School of Business at York University – Co-operative Management Certificate program
- Saint Mary’s University – Master’s of Management in Co-operatives and Credit Unions and Graduate Diploma in Co-operative Management
- Developers – CoopZone online courses, DevCo
- Target 100 - NSCC
Older adults and the retired

• Nothing that specifically targets this age group
• Need for education when people come to seniors co-op housing (CHF Canada)
Across age groups

- Exploring the Co-operative Difference
Across age groups

- Zoom Co-op - Desjardins
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Across age groups

- Training connected to association events – E.g. SCA’s Co-op Basics
- FCL - The One-to-One Management Training Program
- More programs are targeted towards boards than other audiences
- Tools for existing boards and members
  - CUSOURCE and CHF Canada – The Co-op Difference: Training in Co-op Housing Management (online)
  - CCA and Gay Lea Foods - Leadership in Governance modules
  - CUSOURCE – multiple programs for credit unions
  - Governance Matters
Trends and findings

- Large amount of “in-house” training (a lot of duplication of energy in developing resources) – 48%
- Federations provide a large portion of training and resources - 44%
- Several one-off opportunities
- Many inward facing opportunities and less towards the public
- Still lacking exposure in business schools (Roderick Hill)
Opportunities and gaps

• Provide tools that are widely available
• Package something similar to “Each for All” for business schools and create strategy to reach out to business schools
• School-aged children
• Public education (educating those not yet involved in co-ops)
• Credit unions have many options for training (but cost is high)
• Board and staff succession planning
To discuss

• Responses to presentation, priorities, ideas
• What do we still need to know?
• What would be the role of CORE, the provincial councils and CCA (or the new apex) in this lifelong learning strategy?
• Next steps